

Hackney Free contracted with Kaizen in 2005 to provide student leadership training for Year 11 students. Hackney Free is a smaller than average school that serves an area of high deprivation. The project sought to strengthen student voice within the school, and to empower students interested in becoming prefects. The training was so successful, it is now repeated every year.

*“Kaizen’s...approach engaged the students very proactively and quickly focused them, not only on their own natural leadership talents, but also on recognising other students’ skills and respecting their input into the sessions.”*

### **Key intended outputs/outcomes**

- Creating a strong student voice in the school
- Raising student self esteem
- Learning how to work as a team and respecting each other

### **Leadership training activities**

Kaizen facilitates a two-day workshop at the beginning of the school year with a follow-up day approximately 2 months after the workshop. The workshop enables the young people to develop their leadership, communication skills, and self-esteem. Kaizen staff also provides ongoing support for the students and for staff managing the students.

### **Short Term Results**

- *“They (now) see themselves as more equal to the teachers. They respond to a trust that is placed in them during the training.”* – Head teacher
- The student leaders relate to other students in a way that gets things going and makes things happen. *“They demonstrated an impressive ability to lead.”*
- The students took on roles previously held by staff, e.g. supporting younger children and showing prospective parents around the school.

### **Long Term Sustainable Impact**

- Hackney Free scored a Grade 2 for ‘Personal development and well-being’ (2006 OFSTED report), which included mention of the ‘increasingly effective school council’.
- Students work more collaboratively with teachers than before.
- Students who are likely to fall off the edge do much better as a result of this programme.

*“With the more challenging students, some of them would have attained significantly less had it not been for the training. Some of them I would have expected to be excluded had it not been for this training.”*

**What is different about Kaizen**

*“Many trainers, regardless of which students they are working with, deliver the same thing, whereas Kaizen adapts their approach and their training depending on the students. They are flexible enough to deliver an interactive programme based on what they feel the cohort of students need and will respond to.”*

*“I have worked with Kaizen for 4 years because they always deliver. They have a very personal approach that the children really respond to. They feel they have 100 percent commitment from the Kaizen trainers and that builds confidence.”*